

## **Minutes Human Relations Commission February 8, 2005**

**Minutes of the HUMAN RELATIONS COMMISSION held on TUESDAY, February 8, 2005, 6:00P.M., at the Tempe City Hall, 31 E. 5<sup>th</sup> Street, 3<sup>rd</sup> Floor Conference Room, Tempe, Arizona.**

**(MEMBERS) Present:**

Arlene Chin  
Zach Berning  
Colleen Byron  
Edwin Gonzalez-Santin  
Hassan Elsaad  
Joseph Mann  
Joel Navarro  
Safali Patel-Evans  
Linda Ritland  
Janis Webb

**(MEMBERS) Absent:**

Dr. Louis Olivas  
Gail Paredes-Ewen  
Muhammed Zubair

**City Staff Present:**

Rosa Inchausti  
Andrea Groves

**Guests Present:**

Martha Cronin, Tempe Community Council

**Meeting convened at 6:00 P.M.**

**In the absence of Chair Gail Paredes-Ewen, Vice-Chair Arlene Chin** called the meeting to order and introduced new commissioners Zach Berning and Colleen Byron.

**Agenda Item 1- Public Appearances**

None.

**Agenda Item 2- Consideration of Minutes**

**January 11, 2005**

**MOTION:** Commissioner Janis Webb made a motion to accept minutes.

**SECOND:** Commissioner Safali Patel-Evans.

**DECISION:** Motion passed unanimously.

**Agenda Item 3- Task Force Report on Disability Issues**

**Martha Cronin with the Tempe Community Council gave a brief overview of the Task Force Report on Disability Issues:**

- 1) The current Task Force Report is the 3<sup>rd</sup> in a series of reports for human services or people improvement planning enacted by former Mayor Neil Giuliano in 1999.

- 2) The first report on Homelessness was completed in 2000 and the second report on Aging was completed in 2002. The current report on Disability Issues was approved by the Tempe City Council in December of 2004.
- 3) To ensure impartiality, members of the task force consisted of residents not employed by the City of Tempe or organizations that provide services to people with disabilities.
- 4) The purpose of the report was to assess current service levels to Tempe's disabled population and make recommendations to Mayor and City Council for creating an environment that reduces or eliminates external barriers to full inclusion of disabled community members.
- 5) The creation of the ADA Accessibility Specialist position was one of many recommendations made to Tempe Mayor and City Council. They also recommended that the City require the use of 'best practices' and universal design concepts for all new construction in Tempe.
- 6) All recommendations from the Task Force on Disability Issues goes to the Diversity & Human Relations & Resources Council Committee for direction on how they would be implemented.

#### **Agenda Item 4 – Proposition 200 Follow-up**

**Vice-Chair Arlene Chin and Staff Rosa Inchausti shared research gathered on Proposition 200:**

- 1) The city's Housing Program and possibly the Domestic Violence program were the only two city services that could be affected by Proposition 200.
- 2) Housing is already required to ask for identification when providing services; however, the program is not funded by state monies. This program, therefore, is not affected by Proposition 200.
- 3) The Domestic Violence program is also not affected by Proposition 200, as this is not a state-funded program.
- 4) Chair Gail Paredes-Ewen volunteered to follow-up with the Tempe Community Action Agency (TCAA) and the Tempe Community Council (TCC) to determine if clients are being asked for identification. Chair Paredes-Ewen will report on this item next month since she was not in attendance.

#### **General Discussion on Proposition 200 included:**

- The HRC expressed curiosity about the perception of Proposition 200 from the immigration community. Many felt that although it is difficult to measure, nothing in Tempe seems to have changed.

#### **Agenda Item 4 – HRC Strategic Plan Update**

**Vice-Chair Arlene Chin requested updates from the following subcommittees:**

##### **A. Subcommittee for Development of Emerging Issues Report:**

##### **Regional HRC Subcommittee and Day Labor Issue Update**

- 1) The Regional HRC Subcommittee on Day Labor met Wednesday, January 26, 2005 in Tempe.
- 2) The subcommittee agreed to conduct an open forum to solicit information on the day labor issue and how it is affected by Proposition 200. The City of Chandler volunteered to host the forum.
- 3) Local elected officials, the business community, as well community members were among those identified as possible participants in the forum. The subcommittee also discussed inviting professionals from California to speak on the topic.
- 4) The subcommittee wants to gather additional information from their respective HRCs as to the specifics of the open forum i.e. what should be discussed, who should be invited, should there be multiple dialogues, etc.

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**B. Subcommittee for Community Network and Outreach:**

Commissioner and Co-Chair of the subcommittee Linda Ritland provided an update on the following topics:

**1. HRC Brochure**

- 1) A meeting is set for Wednesday, February 9, 2005 to discuss the type and amount of photos desired for the comprehensive brochure. The brochure combines the HRC, the Mayor's Commission on Disability Concerns and the Diversity Office into one comprehensive quality-driven product.
- 2) One panel of the brochure is dedicated to each commission and office to address its history, mission, core values and contact information. In addition, the brochure would have a demographics and an events/programming section.

**2. Partnerships**

- 1) The subcommittee postponed mailing a letter of response to Ms. Florence Boyle's invitation to form a partnership in order to solicit feedback from the HRC on how the commission defines partnership.
- 2) The subcommittee felt that the use of the word partnership could cause problems for the commission in the future.
- 3) The HRC suggested that the subcommittee thank Ms. Boyle for speaking with the commission and commend them for their efforts; however, there is no need to discuss a partnership until Dayspring brings a specific proposal to the commission.
- 4) The subcommittee is finalizing the letter to send out to Ms. Boyle.
- 5) According to the City Attorney's Office, there are no problems legally with partnering with other organizations. The subcommittee shared a list of partnerships, created with the help of staff, which the commission has formed in the past and those they have currently.

**C. Subcommittee on Strategic Oversight:**

Chair of the HRC and co-Chair of the subcommittee, Janis Webb provided an update:

**1. MLK Diversity Award Program**

- 1) Another successful event! The Brunch has become such a popular event that the subcommittee will need to look at a bigger venue for next year.

**2. Tempe Talks: A Diversity Dialogue Program**

- 1) The program is running smoothly. The program has approximately 40 participants.

**D. Supplier Diversity Ad-hoc Committee Report**

There was no report. Commissioner Muhammed Zubair was not in attendance.

**Agenda Item 6 –HRC Strategic Plan Subcommittee Assignments**

**Vice-Chair Arlene Chin asked new commissioners to choose their subcommittees and provided an opportunity continuing commissioners to switch subcommittees:**

Subcommittee for Development of Emerging Issues members are:

Joel Navarro, Chair  
Dr. Louis Olivas  
Arlene Chin  
Janis Webb

Subcommittee for Community Network and Outreach members are:

Linda Ritland, Chair  
Dr. Louis Olivas  
Zach Berning

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Edwin Gonzalez-Santin

Subcommittee on Strategic Oversight members are:

Janis Webb, Chair  
Gail Paredes-Ewen  
Colleen Byron  
Joe Mann  
Edwin Gonzalez-Santin  
Safali Patel-Evans

Task Force on Commissioner Orientation members are:

Gail Paredes-Ewen, Co-Chair  
Arlene Chin, Co-Chair

Supplier Diversity Ad-hoc Committee members are:

Muhammed Zubair, Chair  
Hassan Elsaad

**Agenda Item 7 –Recommendations on issues for the HRC to address during 2005**

**Vice-Chair Arlene Chin led discussion on issues for the HRC to address during 2005:**

**General Discussion of the issues for the HRC to address during 2005 included:**

- One commissioner suggested that the HRC explore GLBT issues, particularly issues of acceptance and inclusion. The HRC asked the subcommittee for Development of Emerging Issues to research this topic.
- Another commissioner suggested that the HRC explore affordable housing; possibly partnering with the Neighborhood Advisory Commission. The HRC asked the subcommittee on Strategic Oversight to research this topic.
- Another commissioner suggested that the HRC outreach to the Asian, Indian, and Islamic communities. The HRC asked the subcommittee for Community Network and Outreach to follow-up.
- Another commissioner suggested that the HRC partner with the Mayor's Commission on Disability Concerns with addressing some of the recommendations of the Disability Task Force. The HRC asked the subcommittee for Development of Emerging Issues to follow through on this issue.

**Agenda Item 8 –Diversity Office Update**

**Staff Rosa Inchausti provided an update on the following agenda items:**

**A. Council Committee Update**

- 1) The Tempe City Council approved the creation of an ADA Accessibility Specialist position. This part-time position will be supervised by the Diversity Manager. The position will be reviewed in 6 months to determine merits for full-time.

**B. Workforce Diversity Audit**

- 1) The results of the follow-up diversity audit conducted by Jamieson & Gutierrez will be presented to Tempe City Council at the February 24, 2005 Issue Review Session. The HRC is welcome to attend and hear the presentation.

**C. Unity Walk/Banner**

- 1) Past and present commissioners were able to walk together while proudly displaying the new Human Relations Commission banner and logo.
- 2) Although the attendance for this year's East Valley Regional Unity Walk was a bit lower than last year, there were no catastrophes; everything went smoothly.

**General Discussion of the Unity Walk included:**

- The HRC expressed concern over the attendance at this year's event and asked if improvements could be made in publicizing the event to community groups.
- One commissioner added that the Unity Walk seems to be like a well-kept secret. The commission could and should do more in getting the word out to community members.

**Agenda Item 9 –HRC Monthly Meeting for March 2005**

**Vice-Chair Arlene Chin led discussion on changing the date of the HRC meeting in March:**

- 1) The final session of Tempe Talks: A Diversity Dialogue will be held Tuesday, March 8, 2005. This is the same night as the regular HRC meeting.
- 2) The final session of the program is special in that participants share experiences and insights gained from the program. The Tempe City Council is also invited to the final session to hear feedback from the participants. The HRC is being asked to consider changing the date of March's HRC meeting in order to attend the final session of the Diversity Dialogue program.

**MOTION: Commissioner Safali Patel-Evans made a motion to change the date of the March meeting to Wednesday, March 9, 2005.**

**SECOND: Commissioner Edwin Gonzalez-Santin**

**DECISION: Motion passed unanimously.**

Staff was asked to check availability and reserve a meeting room outside of Tempe City Hall to hold the March meeting.

**Agenda Item 10 –Current Events Announcements**

- **Regional HRC Conversational Exchange will be held Wednesday, February 23, 2005 at Phoenix City Hall Assembly Room A.**

The commission's next meeting will be held March 9, 2005 and the location will need to be determined.

**Meeting adjourned at 7:19 P.M.**

Prepared by: Andrea Groves

Reviewed by: Rosa Inchausti

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Rosa Inchausti, Diversity Manager